

Message Text

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ACTION TRSE-00

INFO OCT-01 EA-07 ISO-00 SP-02 AID-05 EB-07 NSC-05 CIEP-01

SS-15 STR-04 OMB-01 CEA-01 CIAE-00 COME-00 FRB-03

INR-07 NSAE-00 USIA-06 XMB-02 OPIC-03 LAB-04 SIL-01

L-03 H-02 ABF-01 PA-01 PRS-01 IO-10 NEA-10 /103 W

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P 030400Z SEP 75

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TO SECSTATE WASHDC PRIORITY 7123

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E.O. 11652: ADS, DECLAS 3/3/76

TAGS: EAID, EFIN

SUBJECT: GENERAL REVIEW - ADB STAFF SALARIES AND BENEFITS

USADB

FOR NAC AGENCIES

1. ADB DOC. EX/R6-75 ON ABOVE SUBJECT POUCHED NAC AGENCIES
SEPTEMBER 2 FOR CONSIDERATION BY BOARD OF DIRECTORS
SEPTEMBER 18.

2. BANK MANAGEMENT PROPOSES FOLLOWING SALARY RECOMMENDATIONS FOR SUPPORTING STAFF:

(A) ACROSS-THE-BOARD AVERAGE GENERAL SALARY INCREASE
OF APPROXIMATELY 10 PERCENT;

(B) DEPENDENCY ALLOWANCES FOR SUPPORTING STAFF BE
REVISED FROM P556 TO P800 PER ANNUM FOR SPOUSE AND
FROM P474 TO P650 PER ANNUM FOR CHILDREN AND OTHER
DEPENDENTS; AND;

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(C) NO RADICAL CHANGE IN EXISTING SALARY STRUCTURE,

EXCEPT CHANGES NECESSARY TO REFLECT GENERAL SALARY
INCREASE PROPOSED IN (A) ABOVE.

3. MANAGEMENT FURTHER RECOMMENDS APPROVAL OF NEW
LIMIT OF P60,750 IN PLACE OF PRESENT LIMIT OF P55,225
FOR INCREMENTS BEYOND STEP X OF GRADE 8 WHICH PRESIDENT
MAY AUTHORIZE, IN HIS DISCRETION, IN INDIVIDUAL CASES.

4. FOR PROFESSIONAL STAFF MANAGEMENT RECOMMENDS
BOARD APPROVAL OF:

(A) AVERAGE GENERAL SALARY INCREASE OF APPROXI-
MATELY 8 PERCENT GRADUATED AS FOLLOWS:

SALARY BRACKET (US\$ PER ANNUM)	NUMBER OF STAFF 1#	PERCENTAGE INCREASE
UP TO 24,000	137	9.0
24,001 - 26,000	30	8.5
26,001 - 28,000	28	8.0
28,001 - 30,000	16	7.5
30,001 - 32,000	13	7.0
32,001 - 34,000	8	6.5
34,001 - 36,000	3	6.0
36,001 AND UP	8	5.5
 TOTAL	 243	 AVERAGE 8.19

1# AS OF JULY 1, 1975

(B) DEPENDENCY ALLOWAENCE FOR SPOUSE TO BE REVISED
FROM \$500 TO \$750 PER ANNUM; AND

(C) EXISTING SALARY RANGES FOR PROFESSIONAL STAFF
TO BE REVISED TO TAKE INTO ACCOUNT ABOVE INCREASES AS
FOLLOWS:

RANGE	LEVEL OF RESPONSIBILITY 2#	SALARY SPAN
(US\$ PER ANNUM)		
VII	DEPARTMENT DIRECTOR, OR EQUIVALENT LIMITED OFFICIAL USE	35,145 - 38,500
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VI	DEPUTY DIRECTOR, OR EQUIVALENT	31,175 - 37,500
V	ASSISTANT DIRECTOR, S MANAGER, OR EQUIVALENT	27,670 - 35,145
IV	SENIOR OFFICER	23,980 - 31,175
III	OTHER SENIOR OFFICER	20,165 - 27,670
II	OTHER OFFICER	17,440 - 23,980
I	OTHER OFFICER	8,000 - 20,165

2# TERM QUOTE EQUIVALENT UNQUOTE MEANS SALARY LEVEL,
NOT NECESSARILY SAME TITLE.

5. LAST YEAR BANK MADE ITS INCREASE EFFECTIVE AUGUST 1
TAKING INTO ACCOUNT IBRD POSITION AS OF MAY 1, OR LAG
OF THREE MONTHS IN COMPARABLE SALARY POSITION BETWEEN
ADB AND IBRD. NOTING THAT LAG WILL BE INCREASED
BY TWO MORE MONTHS IF CONSIDERATION IS NOT GIVEN
TO SOME RETROACTIVITY THIS TIME, MANAGEMENT RECOMMENDS
PROPOSED INCREASES IN SALARIES AND ALLOWANCES BE
EFFECTED FROM JUNE 1, 1975.

6. BUDGETARY IMPACT OF ABOVE INCREASES IN SALARIES
AND ALLOWANCES IS ESTIMATED AS FOLLOWS:

	ESTIMATED ADDITIONAL COST	
	7 MONTHS	FULL YEAR
PROFESSIONAL STAFF		
SALARIES AND SALARY	\$336,000	\$575,000
RELATED BENEFITS		
DEPENDENCY ALLOWANCES	\$26,000	\$49,000
 SUPPORTING STAFF		
SALARIES AND SALARY	\$78,000	\$134,000
RELATED BENEFITS		
DEPENDENCY ALLOWANCES	\$16,000	\$28,000

7. NAC GUIDANCE REQUESTED.
SULLIVAN

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